

**PAY DIFFERENTIAL 286**  
**VOLUNTARY PERSONAL LEAVE PROGRAM DIFFERENTIAL – UNITS R01, R03, R04, R05, R09, R10, R11, R14, R15, R16, R17, R19, R20, R21, AND EXCLUDED**

Established: 07/01/04

Revised: 07/01/04, 10/01/04, 01/01/05, 07/01/05, 07/01/06, 01/01/07, 07/01/10

CLASS TITLE	EFPEC. DATE	CB/ID	RATE	EARNINGS ID	DEPARTMENT
<b>Rank and File:</b>					
All Classes	07/01/04	R17 E17	Minus 4.75%	8VL1	All Departments
		R19, E19	Minus 4.75% for 1 day 9.50% for 2 days	8VL1 8VL2	
	10/01/04	R01, R04 R09, R10 R11, R14 R15, R20 E01, E04 E09, E10 E11, E14 E15, E20	Minus 4.75%	8VL1	
		R21, E21	Minus 4.75% for 1 day 9.50% for 2 days	8VL1 8VL2	
	07/01/06	R03	Minus 4.62% for 1 day	8VL1	
	07/01/10	R16 E16	Minus 4.75%	8VL1	
	01/01/05	R05	Minus 4.62%	8VL1	California Highway Patrol
<b>Excluded:</b>					
All Classes	07/01/04	C01-C21, M01-M21, S01-S21, E48, E58, E59, E67, E68, E78, E79, E97, E98, E99	Minus 4.62% for 1 day 9.23% for 2 days	8VL1 8VL2	All Departments

**CRITERIA**

- All employees participating in the Voluntary Personal Leave Program shall have their salary reduced by the above rate and shall accrue the appropriate number of personal leave days (or a portion of a day if working less than full time) the first of the following pay period.
- Refer to the contracts for each bargaining unit for possible language regarding a cap on the maximum number of VPLP hours an employee may accrue.

**SECTION 14:****PAY DIFFERENTIALS**

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<b>IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:</b>	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes – Rank and File Only No – Excluded Only Perm Full-Time
SUBJECT TO PERS DEDUCTION	N/A

<b>INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY</b>	
OVERTIME	No
IDL	No
EIDL	No
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No

**PAY DIFFERENTIAL 286 HISTORY:**

Effective 07/01/04 - 12/31/04, S05 at 4.62% and 9.23%.

Effective 01/01/05 - 06/30/05, S05 deleted.

Effective 07/01/05, S05 added.

Effective 01/01/07, R16/E16 is deleted.

Effective 07/01/06, R03 added at 4.62%.

Effective 07/01/10, R16/E16 is added at 4.75%